



Corporate Governance Report 2024

HAYAH Insurance Company P.J.S.C.



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Company Introduction

HAYAH Insurance Company P.J.S.C “HAYAH” is a public joint-stock company with a paid capital of 200 million dirhams and registered with the Central Bank of the UAE under registration number 83. The Company was established in August 2008 and is listed on Abu Dhabi Securities Market. It is subject to compliance with regulations issued by the Securities and Commodities Authority and the Central Bank of the UAE.

The Company’s headquarters is located in the capital, Abu Dhabi, and has a branch in the Emirate of Dubai.

The Company provides insurance and support solutions to individuals and institutions to help them manage unexpected risks by providing insurance products, where it provides a wide range of life and health insurance services.

Overview of Corporate Governance

Statement of Commitment

The Board of Directors ensures that the governance structure actively identifies, responds to, and communicates all material governance matters that have an impact on the Company’s ability to create value. The Board acknowledges its responsibility to ensure the integrity of the annual governance reporting process and believes that this report addresses all material governance matters appropriately and fairly.

The Board is committed to implementing the Governance Code and Principles in alignment with the Corporate Governance Regulation, embedding these principles into our corporate culture, internal controls, policies, and procedures. We remain dedicated to further strengthening these principles in our ongoing efforts, ensuring their continued application and relevance in our corporate governance practices.

Implementation of Corporate Governance rules

HAYAH is fully committed to having a corporate governance framework that is fully compliant with corporate governance requirements that are applicable to public joint stock companies in the UAE and consistent with the Corporate Governance Regulation & Standards for Insurance Companies issued by the Central Bank of the UAE (Circular No. 24/2022) and with the Securities and Commodities Authority’s Resolution No. (3/RM) of 2020 Concerning the Joint Stock Companies Governance Guide (as amended), as well as all other relevant



resolutions issued from time to time by the competent authorities and the international best practices in this regard.

HAYAH has implemented an internal governance structure with defined roles and responsibilities for every constituent of the system. The Company's shareholders appoint the Board of Directors, who in turn govern the Company. The Board has established committees for specific purposes to discharge its responsibilities in an effective manner, however the overall accountability for the responsibilities assigned to and discharged by the Committees lies with the Board. The Chairman and Chief Executive Officer provides overall direction and guidance to the Board.

The Board was assisted by various Board Committees, namely the:

1. Audit Committee
2. Risk Management Committee
3. Nomination & Compensation Committee
4. Investment Committee
5. Insiders' Trading Follow-Up and Supervision Committee

Apart from the Board Committees, the Company also has management committees each responsible for a critical function. The internal control functions consist of Compliance, Risk Management, Actuarial & Internal Control and Internal Audit. These functions are an important part of the overall governance structure. The role and responsibilities of the Board, its committees, the management committees, and each of the internal control functions are set out subsequently in this report.

HAYAH took all steps required for application of the governance procedures from the date of implementation, It has also been committed to continuously following up on all necessary steps to develop and update governance procedures in line with the latest decisions issued by regulators as well as a commitment to local and global best practices, in particular , the company has taken the following steps during 2024:

- a. The Board has been made aware of the new corporate governance regulations, and they have reviewed and signed off on the company's plan to demonstrate full compliance.
- b. Review and updated the governance policies in accordance with governance manual and the action plan for effectiveness of those policies.
- c. Elected a female board member in line with the Securities and Commodities Authority (SCA) mandate.



- d. The company was keen on exercising its works with the required transparency in relation to the times and methods of disclosure of financial statements and compliance with the rules and decisions of the regulatory and statutory bodies.
- e. The Company is committed to make the Corporate Governance Report available to all shareholders and publish it through the usual means of publication prior to the announcement of the General Assembly's invitation by enough time, for the shareholders to review it.
- f. The company has whistleblowing policy in place that enables the employees to report potential violations in financial reports, internal controls or other matters while their rights are fully protected.
- g. The company is committed to complying with the laws and regulations issued by the Securities and Commodities Authority, Abu Dhabi Securities Exchange, Central Bank of the UAE, previously the Insurance Authority, Health Authority, Labour Law, and other laws and regulations in the UAE due to the company's status as a public joint stock company listed in Abu Dhabi Security's Market and carries out its insurance business operations.
- h. Risk policies and procedures were created/updated, and the reporting structure for the Risk function was aligned with regulatory requirements.
- i. The Terms of Reference for committees were reviewed to align with regulatory requirements, and an annual assessment of committees was conducted.

A statement of ownership and transactions of the members of the Board of Directors and their spouses and their sons in the company securities during 2024

Name	Position / Kinship	Owned shares as of 31/12/2024	Total Sale	Total Purchase
Mrs.Salama Amer Saleh	Chairperson of the Board	18,133,665	0	18,133,665
Mr.Marwan Ibrahim Naseer	Vice-Chaiman of the Board	0	0	0
Mr. Mohamed Abdullatif Kanoo	Board Member	0	0	0
H.E Dr. Tariq Abdulqader Bin Hendi	Board Member	0	0	0
Mr. Patrick Claude Franklin Choffel	Board Member	0	0	0



Mr. Haisam Nizar Odeimeh	Board Member	0	0	0
Mrs. Amna Obaid Khalifa Ahmed Al Zaabi	Board Member	0	0	0
Mr. Samer Abdul Rahman Katerji	Board Member	0	0	0
Mr. Mabkhoot Taleb Almenhali	Board Member	65,000	0	65,000
Naser Amer Omar Saleh Omar	Relative to the Chairperson	9,860,000	0	9,860,000
Mohamed Ahmed Amer Omar Saleh	Relative to the Chairperson	7,862,116	0	7,862,116

Composition of the current Board of Directors 2024 -2026

The Company's Board consists of nine members, who were elected at the Company's Ordinary General Assembly meeting held on 26th April 2024, for a term of three years.

Name	Category	Year of Appointment	Their memberships and positions in any other joint-stock companies	Their positions in any other important supervisory, governmental, or business entities
Mrs. Salama Amer Saleh Chairman of the Board	Non-Executive Non-Independent	Since 2023	None	CEO Group of Companies
Mr. Marwan Ibrahim Naseer Vice Chairman of the Board	Non-Executive Independent	Since 2024	None	Managing Director of MIN Healthcare Investment Group
Mr. Mohamed Abdullatif Kanoo Board Member	Non-Executive Non-Independent	Since 2018	None	Deputy Chairman of the Kanoo Group
H.E Dr. Tariq Abdulqader Bin Hendi Board Member	Non-Executive Independent	Since 2018	None	Board member of Emirates Post Group
Mr. Mabkhoot Taleb Almenhalib Board Member	Non-Executive Independent	Since 2024	None	None



Mr. Patrick Claude Franklin Choffel Board Member	Non-Executive Independent	Since 2023	None	Managing Director of ISAVIE Management Consultancy, DMCC.
Mr. Haisam Nizar Odeimeh Board Member	Non-Executive Independent	Since 2024	CEO of Financial Services at Al Ramz Corporation PJSC	None
Mrs. Amna Obaid Khalifa Ahmed Al Zaabi Board Member	Non-Executive Independent	Since 2024	None	SVP- Business Development - ADGM
Mr. Samer Abdul Rahman Katerji Board Member	Non-Executive Independent	Since 2024	None	Founding Partner and Managing Director of Trussbridge

Brief about the Board Members, their experiences, and qualifications

Mrs. Salama Amer Omar Saleh Chairperson of the Board

Mrs. Salama Amer is an entrepreneur and management expert with over 20 years of diverse experience in the hospitality, aviation, and investment industries, with expertise in strategy, planning, support services, project management, localization, business intelligence, analytics, revenue optimization, and business process re-engineering. She has a proven record of generating profitable revenue and developing successful business strategies. Best scorer of the administrative development program for graduates of the first batch of the program in the Federation. She holds a Bachelor of Applied Science Major in Business Information Technology (2003) from The Higher College of Technology.

Mr. Marwan Ibrahim Al Naseer Vice-Chairman of the Board

Mr. Marwan Ibrahim Nasser is an influential Emirati businessman, serving as the founder, chairman, and managing director of MIN Healthcare Investment Group, a prominent U.A.E. investment firm specialising in healthcare, medical, and pharmaceutical fields. Under his leadership, MIN Healthcare has evolved from a single medical facility in 2009 to a comprehensive healthcare provider with a rapidly expanding presence. Marwan's career began with various government positions before he ventured into entrepreneurship and established MIN Healthcare. The group now encompasses operational hospitals, over 10 medical centers, pharmaceutical distribution, and other healthcare support services across the U.A.E. Beyond business success, Marwan is dedicated to philanthropy, actively engaging in community welfare beyond healthcare. He has initiated numerous health-focused campaigns and initiatives, including CSR projects benefiting underprivileged communities. His efforts, including health screenings



and awareness programs for workers, have significantly impacted lives across the U.A.E., promoting better health and well-being.

Mr. Mohamed Abdul Latif Kanoo
Member of the Board

Mohamed Abdullatif Kanoo studied Economics and Political Science at the University of Texas at Austin and Monetary Economics at the American University in Washington, D.C. He is based in Abu Dhabi, where he oversees the business operations and the interests of the Kanoo family. In 2016, he took over the role of Deputy Chairman of the Kanoo Group. He holds senior executive positions in several other companies and directorships in several GCC-based companies. He is also the Chairman of the Charity Fund of Bahrain-based Abdul Rahman Kanoo Co. WLL.

H.E Dr. Tariq Abdulqader Bin Hendi
Member of the Board

Tariq Bin Hendi is Edelman's Middle East Chairman as of September 2022. He was most recently Chief Investment Officer of Group 42 (G42), the UAE-based artificial intelligence (AI) and cloud computing company that has supported the development of AI Industries across the healthcare, finance, oil and gas, aviation, and hospitality sectors. Previously, Bin Hendi was the Director General of the Abu Dhabi Investment Office (ADIO), where he led major initiatives to drive foreign direct investment into the Emirate and oversaw the launch of several international offices to expand ADIO's global presence. Bin Hendi began his career in professional finance at Citibank before joining the sovereign wealth fund Mubadala Investment Company. Prior to joining ADIO, Bin Hendi also held leadership roles at Emirates NBD and Dubai Holding. He also sits on a number of boards, including HAYAH and Emirates Post Group. Bin Hendi holds a PhD in Economics from Imperial College, London, and a joint MBA from London Business School and Columbia Business School.

Mr. Mabkhoot Taleb Almenhali
Member of the Board

Mabkhoot Almenhali is a finance executive and CPA offering more than 25 years of experience building, leading and advising companies through complex restructuring, international expansion, and capital market transactions. Progressive experience with repeated success in capital and debt markets, merger and acquisitions, turnaround, and IPO readiness. Almenhali served as a group CFO of SENAAT until June 2020 and previously he was the CFO of NPCC, a leading Oil & Gas EPC contractor based in Abu Dhabi. Mabkhoot is an independent (non-executive) Boards and Audit Committees member and previously served as a Board and AC member of the following SENAAT/ADQ subsidiaries: ARKAN Ducab NTS ADNEC.



Mrs. Amna Obaid Khalifa Ahmed Al Zaabi

Member of the Board

A proactive leader engaged in UAE government-owned strategic and business development projects, Amna's career spans over 16 years in several leadership positions and executive memberships, including board seats with publicly listed companies. Her previous Board and Audit Committee memberships include Agthia and Arkan. Prior to joining ADGM as Senior Vice President in Business Development, she served as a Senior Strategic Projects Manager within the CEO's office at ADQ. Amna's career has encompassed the development of international strategic partnerships and project management, collaborating with international partners from Europe, Asia, and Africa. She holds a Master's degree in Strategy and Leadership from London Business School and a Bachelor of Science degree in Business Administration from Zayed University. Additionally, she has completed leadership programs at Harvard Publishing School and the Institute of Leadership Management. Her sense of purpose and integrity governs the way she conducts herself in business, which is one of the hallmarks of her reputation. Amna's passion going forward is to contribute to the UAE's social and economic development and to impact community development programs that focus on the growth of future generations.

Mr. Patrick Claude Choffel

Member of the Board

Mr. Patrick Choffel served as the Chief Executive Officer of Oman Insurance Company (OIC), the largest Insurance Company in the UAE and the fourth largest in the Middle East, from September 2011 to May 2015. He led the company's strategy to revamp and retain its market leadership. Prior to joining OIC, Patrick served as AIG Regional President MEASA for ALICO based in Dubai. He had a long career with AIG in different key executive management positions across Europe, Africa, the Middle East, and Australia. He developed new markets, turned around ailing businesses, and managed risks. He has a master's degree in science from the University of Wyoming in the US and a diploma in business administration and finance from the Ecole Supérieure de Commerce in France. Additionally, Patrick has held leadership roles in several prominent insurance organizations around the world, such as: Petro Vietnam insurance (Hanoi), Star Health insurance (Chennai), Al Rajhi takaful (Riyadh), Solidarity Insurance (Bahrain), War Risk Pool (Bahrain), Arma Underwriting Agents (DIFC), Prevensure Brokers (Dubai).

Mr. Haisam Nizar Odeimeh

Member of the Board

An accomplished financial executive with extensive experience in the banking and financial services sector. Currently serving as the Chief Executive Officer of Financial Services at Al Ramz Corporation PJSC. Prior to this role, he held positions as Managing Director & Deputy Chief Financial Officer at Al Hilal Bank PJSC and Head of Financial Services Department at KPMG in the Lower Gulf Region. Holds an MBA in

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Banking & Finance from Paris Sorbonne University Abu Dhabi, and is a Certified Public Accountant from AICPA, New Hampshire, USA.

Mr. Samer Abdul Rahman Katerji
Member of the Board

Mr. Samer is an experienced investment banker with a demonstrated history of working in the financial services and investments industry for over 22 years. Throughout his career, he has led the formulation and structuring of complex corporate finance transactions across a multitude of industries and regional markets. He is skilled in Mergers & Acquisitions (M&A), Strategic Financial Advisory, Capital Optimization and Restructuring as well as structuring of Capital Markets financing instruments, both in equity and debt products. Prior to this role, Samer led the Financial Institutions and Financial Sponsors advisory practice for Citigroup Global Markets in the Middle East and played a key role in the development of the franchise in the region. He has also held key positions at SHUAA Capital in Dubai, PrimeCorp Finance and Middle East Capital Group, in Beirut. Samer holds a Masters Degree in Business Administration, Bachelor Degree in Business Administration and Bachelor Degree in Science – Biology from the American University of Beirut. Samer is also a board member of Air Arabia PJSC and member of GCC Board of Directors Institute.

■ **Female representation on the Board of Directors in 2024**

The composition of the Board of Directors in 2024 reflects the organization’s commitment to fostering diversity and inclusivity. Two of the nine members are female directors, accounting for approximately 22% of the total membership.

Significantly, one of the female directors holds the position of Chairperson, underscoring the organization’s dedication to promoting gender diversity in key leadership roles and advancing equitable representation at the highest levels of governance

● **The Total Remuneration paid to the members of Board Directors in 2024:**

In accordance with the provision of article (60) of HAYAH’s Articles of Association, remuneration of the members of the Board of Directors shall be a percentage of the net profit, and the Company may pay additional expenses, fees or remuneration or monthly salary as prescribed by the Board of Directors to any member if such member had worked in any committee or made special efforts.

An amount shall be provided for distribution among the shareholders as the first share of the profits determined by the ordinary general assembly upon a proposal of the General Assembly, provided that such amount shall not be more than (5%) five percent of the value of the paid-up share value. However,



if the net profits do not permit the distribution of such shares, such amounts shall not be claimed from the profits of the following years.

A percent, not more than (10%), ten percent shall be provided from the balance for remuneration of members of the board of directors, and the general assembly shall determine the value thereof each year.

Based on that, the Company did not distribute any bonuses to the members of the Board of Directors for 2023, and there will be no bonuses distributed to the members of the Board of Directors for 2024.

The following are the details of the attendance allowances of the Board of Directors and the Committees emanating from the Board of Directors for the financial year 2024

Name	Committee name	Allowance Value (AED)	Numbers of meetings
Mr. Omar Mohamed Al Katheeri	• Nomination & Remuneration Committee	3,000	1
Mr. Bader Jeiroudi	• Nomination & Remuneration Committee	3,000	1
Mr. Patrick Claude Choffel	• Investment Committee • Nomination & Remuneration Committee • Audit Committee	15,000	5
Mr. Mustafa Boulhabel	• Audit Committee	3,000	1

The following are the details of the allowances, salaries, or additional fees that a member of the Board of Directors charged other than the attendance allowances of the committees and their reasons:

No additional allowances, salaries, or fees were disbursed to any member of the Board of Directors other than the attendance fees of the committees.



Board Meetings

During 2024, the Board of Directors held seven meetings where one of the meeting via circulation in which the financial statements for the six month period that ended August 12th,2024, were approved.

The following are the dates of the Board meetings and the number of personal attendance times for all Board members:

Meeting Number	Meeting Date
2024/01	13 March
2024/02	06 May
2024/03	14 May
2024/04	12 August (Via circulation)
2024/05	09 October
2024/06	12 November
2024/07	12 December

Name	Meeting 2024/01	Meeting 2024/02	Meeting 2024/03	Meeting 2024/04	Meeting 2024/05	Meeting 2024/06	Meeting 2024/07	Number of personal attendance
Mrs. Salam Amer Saleh	Y	Y	Y		Y	Y	Y	6
Mr. Marwan Ibrahim Naseer		Y	Y		Y	N	Y	4
Mr. Mohamed Kanoo	Y	Y	Y		Y	Y	Y	6
Dr. Tariq Abdulqader Bin Hendi	Y	Y	Y		Y	P	Y	6
Mr. Mabkhoot Taleb Almenhali		Y	Y		Y	P	Y	5
Mr. Patrick Claude Franklin Choffel	Y	Y	Y		Y	Y	Y	6
Mrs. Amna Obaid Khalifa Ahmed Al Zaabi			Y		Y	Y	Y	4
Mr. Haisam Nizar Odeimeh		Y	Y		Y	Y	Y	5
Mr. Samer Abdul Rahman Katerji					Y	Y	Y	3
Mrs. Alyazia Ali Alkuwaiti		Y	N					
Dr.Mohamed Taleb Almenhali	Y							
Mr.Khalifa Yousif Alkhoori	N							
Mr. Bader Jeiroudi	Y							
Mr. Omar Al Katheeri	N							
Mr. Sami Ibrahim Idbies	Y							

Members of the Board of Directors who did not attend the aforementioned meetings provided acceptable excuses to the Board in accordance with the established procedures.

Considering that the absent members issue a proxy to one of the attendee members to represent them and vote in their name when needed.



Y- Attended

N- Not Attended

P- Attendees by proxy

- Previous Board members
- Was not a member on this date
- Resigned Member on this date
- Via circulation

Board Resolution By circulation

In the second quarter of 2024, the Board of Directors issued a decision by circulation. This resolution was made to ensure timely and efficient decision-making in matters requiring immediate attention during this period.

Executive Management, Tasks and Functions

The shareholders of HAYAH delegated their authority to the Board of Directors in accordance with the Company's Articles of Association and its founding contract. In turn, the Board of Directors delegated some of its authority to the Audit Committee, Nomination, Remuneration & Compensation Committee, Investment Committee, Risk Committee and the Chief Executive Officer.

According to that, the Board delegated the Chief Executive Officer, Mr. Mohamed Seghir, the authority and power to manage the day-to-day business affairs of the Company in accordance with the specific delegations and restrictions set by the Board, subject to continuous review by the Board. The power of Attorney shall remain in force unless it is canceled or reduced by the Board of Directors.

The powers granted are as follows:

- a. Represent the Company and act on its behalf before all federal and local governmental authorities regarding its business and affairs, including to sign on behalf of the Company before Ministry of Labour & Social Affairs, General Directorate of Residency & Foreigners Affairs, Departments of Traffics and any other governmental departments.
- b. Appoint and recruit employees and labours, specify and change their duties and their service conditions, dismiss them from work and specify their salaries, wages, dues and remunerations.
- c. Lease any necessary buildings or villas or flats or offices for the Company business as he has to fulfil this purpose to conclude contracts, perform generally all necessary actions and things to confirm the Company right to lease and/or rent such buildings or villas or flats or offices.



- d. Lease, rent and buy required materials, equipment, goods, for the Company work that comply with its purpose.
- e. Represent the Company before courts, all type and degrees of arbitration panels, and before all governmental and administrative authorities. Appoint legal consultants and advocates in order to work on behalf of the Company.
- f. To deal with banks and other financial institutions on behalf of the Company, including opening and operating any banks accounts required for the Company and any of its subsidiaries but excluding the creation of any encumbrances over the assets of the Company or the borrowing of any money other than with the prior approval of the Board.
- g. To execute any financial investment approved by the Board of the Directors.
- h. To delegate these powers or any of them to such of the Company's employees as the Chief Executive Officer sees fit.
- i. Generally, to do all work, thing and matters either regarding the legal matters or others that considered necessary and appropriate for management, supervision and instruction works of the Company and its business.
- j. To sign all contracts and agreements whatever kind entered into on behalf of the Company as well as to sign all papers and documents related to the Company, contracts of employment and the power to provide premium quotations for insurance contracts with Company, to sign and issue insurance policies, to receive, negotiate and settle claims, to take all necessary steps to ensure the proper and efficient running of the company's offices.
- k. The Company's 'Delegation of Authorities' is intended to be an integral part of the Company's system of internal controls and therefore its implementation is monitored by the internal and statutory auditors, as part of their audit procedures. at appropriate levels and decisions that have financial implications or impacting the interests of the Company.

Transactions with Related Parties

Related parties are associates, major shareholders, directors, and key management personnel of the Company and the companies in which they are key owners. Pricing policies and terms of these transactions are approved by the Company's management.

The following table shows transactions with related parties during 2024:

Transactions with related parties	Transaction Value (AED'000)
Medical business with Kanoo Group LLC	
Gross written premium	17,586
Claims paid	(11,711)



The transactions equal to 5% or more of the capital with the related parties or others during in 2024:

Related Party	Transactions	Amount (AED)	% Of Share Capital
Kanoo Group LLC	Health Insurance-Premiums	17,585,500	8.8%
Kanoo Group LLC	Health Insurance-Claims paid	11,711,312	5.86%

Organizational Structure:

Defining the tasks of the Chairman of the Board of Directors and Chief Executive Officer helps to ensure their independence, as well as ensures regular communication between them. The role of the Chairman and Chief Executive Officer is complementary to each other.

The Board delegated some of its powers to the Chief Executive Officer and members of the Management Team, which is governed by the delegation of authority. This has been periodically reviewed to take business requirements into account.

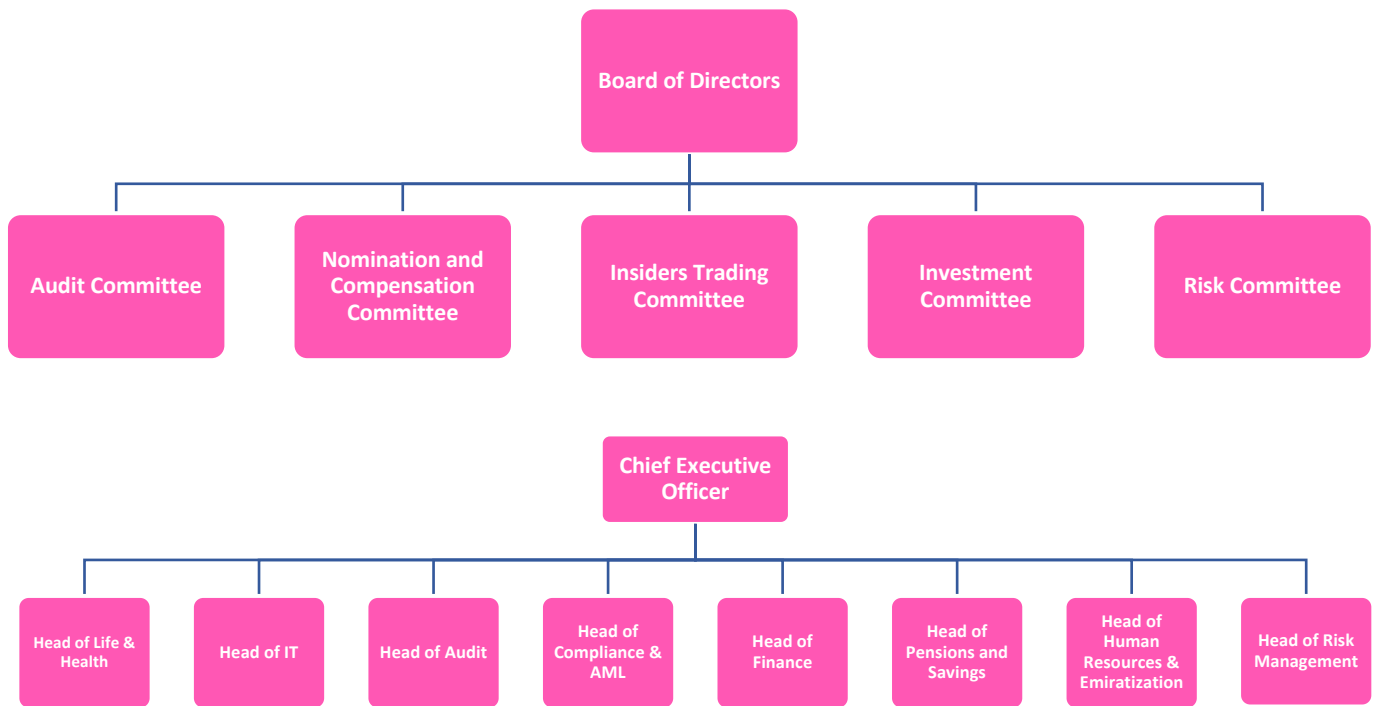
Following are the names of the executive staff, their jobs, and appointment dates indicating the total salaries and bonuses paid to them:

Position	Date of Appointment	Total salaries and allowances 2024 paid in (AED)	Total bonuses 2024 paid for (AED)	Any other cash / in-kind bonuses for or due in the 2024 future
Chief Executive Officer	15 April 2018	1,856,466	None	None
Head of Human Resources & Emiratization	17 March 2013	346,998	None	None
Head of Finance	12 June 2016	592,536	None	None
Head of Compliance and Anti Money Laundering	01 August 2017	690,952	None	None
Head of Internal Audit	28 May 2017	376,008	None	None
Head of Life & Health	10 June 2012	812,415	None	None
Head of Pensions & Savings	22 May 2023	373,483	None	None
Head of information Technology	01 April 2022	340,244	None	None
Head of Risk Management	17 October 2022	274,150	None	None
Head of Strategy	13 October 2019	382,953	None	None



- Total salaries and allowances for executive officers during the year 2024 is AED 6,112,205
- The company has not adopted financial rewards that were approved during FY 2024, and there are no other cash / in-kind rewards for the year 2024 or due in the future.

A Statement of the Company Organizational Structure



External Auditor

The External Auditor is appointed to perform quarterly reviews and annual statutory audits of the Company's financial aspects. The auditor is paid on a fixed annual fee basis. The shareholders approve the auditor's fee, which is recommended by the Board of Directors at the Meeting of the General Assembly. Should there be additional work required that is not within the scope of the annual review, it will be reviewed and approved by the Audit Committee on a case-to-case basis. The terms of the Audit Committee include the scope of the External Auditor's work.

In the year 2024, Grant Thornton was appointed as an External Auditor of the company. Grant Thornton is one of the leading professional firms in the region, established in 1980, providing business consultancy,



auditing, and tax services. Today, Grant Thornton operates in 156 markets, employing approximately 76,000 professionals worldwide.

Statement of the fees and costs of the External Auditor

Name of Auditing Firm	Grant Thornton
Number of years served as an external auditor for HAYAH	One Year
The name of the Audit Partner	Mr. Mohamed Ali
Number of years served as a partner auditor for HAYAH	One Year
Total audit fees for 2024 in (AED)	359,545.09/- including VAT
Fees and costs for special services other than audit of the financial statements for the year 2024 (AED)	None
Details and nature of other services provided	None
A statement of the other services performed by an external auditor other than the auditor of the company to provide them during the year 2024.	None

- There are no reservations that have been included in the Company's financial statements by the External Auditor for 2024.

Audit Committee

The Board of Directors has formed the Audit Committee from the members of the Board of Directors, which aims to support the Board of Directors in carrying out its responsibilities through the oversight of the financial reporting process and the integrity of the publicly reported results, adequacy and effectiveness of internal control and risk management systems and supervision of effectiveness, performance, and independence of the internal and external auditors.

The Committee consists of Three members, namely, Mr. Mabkhoot Taleb Almenhali as the Chairman, Dr. Tariq Abdulqader Bin Hendi and Mr. Haisam Nizar Odeimeh being the members have sufficient knowledge, educational qualification, and experience in finance, investment, accounting, and auditing.

The key responsibilities of the Committee are:



- The responsibility for the selection, appointing, remuneration, oversight, and termination, where appropriate, of the external auditor, subject to ratification by the Board and shareholders. The external auditor shall report directly to the Committee.
- Make a determination at least once each year of the external auditor's independence, including;
 - Determining whether the performance of any non-audit services compromised its independence.
 - Obtaining from the external auditor a written report listing any relationships between the external auditor and the Company or with any other person or entity that may compromise the auditor's independence.
 - Review and discuss with the external auditor the scope and results of its audit, any difficulties the auditor encountered, including any restrictions on its access to requested information, and any disagreements or difficulties encountered with management.
 - Review and discuss each annual and quarterly financial statement of the Company with management and the external auditor, including judgments made in connection with the financial statements.
 - Review, discuss, and make recommendations regarding the selection, appointment, and termination, where appropriate, of the Head of Audit and the budget allocated to the internal audit and compliance function, and monitor the responsiveness of management to the committee's recommendations and findings.
 - Review and discuss the adequacy of the Company's internal auditing personnel and procedures, its internal controls and compliance procedures, any risk management systems, and any changes in those.
 - Oversee the risk assessments performed by the management, internal and external auditors.
 - Oversee the Company's compliance with legal and regulatory requirements.
 - Develop and recommend to the Board corporate governance guidelines and review those guidelines at least once a year.
 - Review and discuss possible improprieties in financial reporting or other matters and ensure that arrangements are in place for independent investigation and follow-up regarding such matters.

Annual Audit Committee Report:

According to Article 61/2 of the Joint Stock Companies Governance Guide, the Audit Committee has submitted its annual report outlining its key activities, signed by the Audit Committee chairman.

The Audit Committee has reviewed the significant financial areas to ensure accuracy and compliance with regulatory standards. One of the key areas of focus was insurance liabilities and reserves, where



the committee sought external opinions from independent actuaries who validated the key estimates and assessed the adequacy of reserves. Revenue recognition was also closely examined, with a review of revenue figures provided by management and consultations with external auditors to ensure alignment with financial reporting standards.

The committee also evaluated claims handling, reviewing performance metrics such as claims loss ratios and settlement timeframes. Special attention was given to significant or unusual claim settlements, with management providing explanations and ensuring underwriting processes remained robust.

Regulatory compliance remained a priority, with periodic compliance reports reviewed to address any regulatory findings promptly. Solvency and capital adequacy were assessed in collaboration with actuaries and external auditors, ensuring that the company met regulatory requirements and explored potential strategies for further enhancement.

Besides, the investment portfolio was monitored to ensure performance, valuation, and risk exposure remained within acceptable limits. The impact of interest rate changes, inflation, and macroeconomic factors on financial assets was also carefully reviewed to maintain financial stability.

Regarding the matters related to external auditors, the independence and effectiveness of the external audit process were key focus areas for the Audit Committee. To ensure auditor independence, the committee verified that no non-audit services were assigned to the external auditor in 2024. The effectiveness of the audit process was also evaluated by challenging the auditors on key risks, financial assumptions, and the adequacy of reserves and claims estimates. This rigorous approach ensured that all material financial areas were accurately reported.

Additionally, the committee reviewed the appointment and reappointment of external auditors by assessing their tenure, performance, independence, and compliance with regulatory limits. The selection process was based on the auditor's expertise, audit fees, and overall approach. Recommendations for appointment or reappointment were formally recorded in the minutes of the Audit Committee meetings and presented to the Board for approval.

The Audit Committee remained proactive in monitoring the company's internal control environment and risk management framework. Regular reviews of outstanding internal audit issues and the annual risk assessment report were conducted to ensure any weaknesses were promptly addressed. In cases where internal controls required improvement, management was required to provide explanations for any delays in implementing corrective actions.

The Audit Committee also reviewed the High and medium-risk audit issues presented by the internal auditor along with the risks and impact of those risks associated with control weaknesses. The



committee also required management to address these deficiencies effectively. To ensure accountability, management was responsible for submitting a detailed action plan outlining corrective measures for each identified issue. In cases where no action plan was submitted, the internal auditor would escalate the matter during Audit Committee meetings.

As part of its governance responsibilities, the Board of Directors reviewed related party transactions to ensure transparency and compliance with applicable regulations.

The Audit Committee is required to meet at least four times every year. During the year, the Audit Committee held four meetings, and the members of the Committee were appointed in April 2024 for a term of three years coinciding with the term of the Board.

The following are the dates of the Audit Committee meetings and the statement of personal attendance for all members.

Meeting Number	Date
2024/01	12 March
2024/02	13 May
2024/03	09 August
2023/04	08 November

Name	Meeting 2024/01	Meeting 2024/02	Meeting 2024/03	Meeting 2024/04	Number of personal attendance
Mr. Mabkhoot Taleb Almenhali		Y	Y	Y	3
Mr. Haisam Nizar Odeimeh		Y	Y		2
Dr. Tariq Bin Hendi	Y	Y	Y	Y	4
Mr. Omar Al Katheeri	Y				1
Mr. Patrick Claude Choffel	Y				1

Y- Attended

N- Not Attended

- Previous Board members
- Was not a member on this date
- Resigned Member on this date



Declaration of the Audit Committee Chairman:

I Mr. Mabkhoot Taleb Almenhali in the capacity as Audit Committee's Chairman, acknowledge the responsibilities of the Committee, review its work mechanisms and ensure the application of the provisions of Article No. (60) and Article No. (61) of the Authority's Board Chairman's Resolution No. (3 / R.M) of 2020, regarding the Standards of Institutional Discipline and Governance of Public Shareholding Companies. I verify the commitment of the Company and its employees to the provisions of applicable laws, regulations, and decisions that regulate its work, policies and internal procedures.

Nomination and Compensation Committee

The Board of Directors has formed the Nomination and Compensation Committee, which aims to support the Board of Directors in performing its oversight responsibilities in the nomination and independence of the Board members and the integrity of the Company strategy related to the rewards, benefits, incentives, and salaries.

The Committee is currently composed of three members: Mrs. Amna Obaid Alzaabi as the Chairman, Mr. Mabkhoot Taleb Almenhali, and Mr. Samer Katerji as members.

The key responsibilities of the Committee are:

- Whenever a vacancy arises (including a vacancy resulting from an increase in Board size), the Committee recommend to the Board a person to fill the vacancy either through appointment by the Board or through shareholder election.
- In performing the above responsibilities, the Committee consider any criteria approved by the Board and such other factors as it deems appropriate. These may include judgment, specific skills, experience with other comparable businesses, the relation of a candidate's experience with that of other Board members, and other factors.
- The Committee also consider all candidates for Board membership recommended by the shareholders and any candidates proposed by management.
- The Committee identify suitable personnel qualified to fill the vacancies on any committee of the Board and recommends his/her appointment in the Board or any of its committees, to the Board.
- Assuring that plans are in place for orderly succession of senior management.
- Make recommendations to the Board from in the structure and job descriptions of the officers including the CEO, and prepare terms of reference for each vacancy stating the job responsibilities, qualifications needed and other relevant matters.
- Recommend persons to fill specific officer vacancies including CEO considering criteria such as those referred to above.



- Design a plan for succession and replacement of officers including replacement in the event of an emergency or other unforeseeable vacancy.
- Consider, and make specific recommendations to the Board on, both remuneration policy and individual remuneration packages for the CEO and other senior officers.

The following are the dates of the Nomination and Compensation Committee meetings and the statement of personal attendance for all members:

Meeting Number	Meeting Date
2024/01	07 March 2024
2024/02	12 June 2024
2024/03	05 December 2024

Name	Meeting 2024/01	Meeting 2024/02	Meeting 2024/03	Number of personal attendance
Mr. Omar Mohamed Al Katheeri	Y			1
Mrs. Amna Obaid Alzaabi			Y	1
Mr. Bader Jeiroudi	Y			1
Mr. Patrick Claude Choffel	Y	-	-	1
Mr. Marwan Ibrahim Al Naseer		Y	N	1
Mr. Mabkhoot Taleb Almenhali		Y	Y	2
Mr. Samer Katerji			Y	1

Y- Attended

N- Not Attended

- Previous Board Member
- Was not a member on this date
- Resigned Member on this date

Declaration of the Nomination and Compensation Committee Chairman

I Mrs. Amna Obaid Alzaabi in the capacity as Nomination and Compensation Committee’s Chairman, acknowledge the responsibilities of the Committee, review its work mechanisms and ensure the application of the provisions of Articles No. (9), (10), (22) and (59) of the Authority’s Board Chairman’s Resolution No. (3 / R.M) of 2020, regarding the Standards of Institutional Discipline and Governance of Public Shareholding Companies. I verify the commitment of the Company and its employees to the



provisions of applicable laws, regulations, and decisions that regulate its work, policies and internal procedures

Risk Committee

The Board of Directors has formed the Risk Committee, which aims to support the Board in supervising the company's risk management framework and evaluate the effectiveness of the framework and mechanisms of identifying and monitoring the risks that threaten the Company.

The Committee consists of three members: Mr. Haisam Nizar Odeima as the Chairman and Mrs. Amna Alzaabi, Dr. Tariq Bin Hendi

The key responsibilities of the Committee are:

- Supervise the risk management framework of the Company and evaluate the effectiveness of the framework and mechanisms of identifying and monitoring the risks that threaten the Company to identify areas of inadequacy and adequacy.
- Approve and review the Risk Appetite Framework (RAF) in order to ensure an acceptable level of risks that the Company is willing to accept with respect to conducting the business.
- Report key risks and results of risk management to the Board of Directors regularly and promptly alert all concerned any significant events related to risk management to the Board of Directors.
- Approve the risk management policies.
- Prepare detailed reports on the level of risk exposure and recommended procedures for managing such risks, along with submitting them to the Board of Directors.
- Review any matters raised by the Audit Committee that may affect the Company's risk management.
- Provide a second opinion on the strategic topics and projects of the Company.

The following are the dates of the Risk Committee meetings and the statement of personal attendance for all members:

Meeting Number	Meeting Date
2024/01	07 March
2024/02	30 September
2024/03	05 December



Name	Meeting 2024/01	Meeting 2024/02	Meeting 2024/03	Number of Personal attendance
Mr. Bader Jeiroudi	Y			1
Mr. Mustafa Boulhabel	Y			1
Mr. Haisam Nizar Odeima		Y	Y	2
Mr. Patrick Choffel		Y		1
Mrs. Amna Alzaabi			Y	1
Dr. Tariq Bin Hendi			Y	1

Y- Attended

N- Not Attended

- Previous Board Member
- Was not a member on this date
- Resigned Member on this date

Declaration of the Risk Committee Chairman

I Mr. Haisam Nizar Odeima in the capacity as Risk Committee's Chairman, acknowledge the responsibilities of the Committee, review its work mechanisms and ensure the application of the provisions of Articles No. (9), (10), (22) and (59) of the Authority's Board Chairman's Resolution No. (3 / R.M) of 2020, regarding the Standards of Institutional Discipline and Governance of Public Shareholding Companies. I verify the commitment of the Company and its employees to the provisions of applicable laws, regulations, and decisions that regulate its work, policies and internal procedures.

Insider Trading Follow-Up and Supervision Committee

HAYAH Insurance Company is fully aware of the governance requirements of Public Shareholding Companies and is working hard to comply with these rules and regulations. The Company is committed to forming a specialized committee on the dealings of Insiders from the Board of Directors, Executive Management and Employees of the Company.

The key responsibilities of the Committee are:

- Follow-up and supervision of insiders' trading and their holdings, maintain the registers, and submit periodic statements and reports to the Market.
- Prepare a special and comprehensive register for all insiders, including persons who could be considered as insiders on a temporary basis and who are entitled to or have access to inside



information about the Company prior to publication. The record shall also include prior and subsequent disclosures of the insiders.

- Informing the concerned persons on their status as soon as he considered an insiders and require them to sign the formal declarations which prepared for that purpose.
- Informing the Insiders about the insider trading prohibition period determined by the regulator.

Summary of the Committee’s work during 2024:

The committee held a meeting on 13th November 2024, where the members of the committee reviewed the updated register of the insiders, review the Shareholders list and followed up on the blackout period determined by the Abu Dhabi Securities Market.

The following are the dates of Insider Committee meetings and the statement of personal attendance for all members:

Meeting Number	Meeting Date
2024/01	13 November

Y- Attended
N- Not Attended

- Previous Board Member
- Was not a member on this date
- Resigned Member on this date

Name	Meeting 2024/01	Number of personal attendance
Mr. Mohamed Seghir	Y	1
Ms. Hana Alnuaimi	Y	1

Investment Committee

The Board of Directors has formed the Investment Committee, which aims to support the Board in carrying out its responsibility by reviewing and adopting the investment policy, checking its compatibility with the investment strategy of the company and verifying its suitability with the current market conditions.



The committee consists of three members: Mr. Marwan Ibrahim Naseer as the Chairman, Mr. Samer Abdul Rahman Katerji and Mr. Patrick Claude Franklin Choffel as the members.

The key responsibilities of the Committee are:

- To review and approve, in consultation with senior management, a written investment policy including risk limits and delegated authorities.
- To submit the Policy for approval to the Board and to recommend any changes for approval to the Board of Directors.
- To review all risk limits and exposures in the investment activities on a regular basis in order to verify their suitability for current market conditions and the Company's overall risk tolerance.
- To review the implementation of the Policy on a quarterly basis. These activities include, but are not limited to:
 - Reviewing the performance of each asset class.
 - Monitoring the overall risks of the policy.
 - Submitting a performance review report to the Board of Directors.
- To review the Policy at least once a year in the light of new developments in Local Regulations, changes in business profile of the Company, its overall risk tolerance and long-term risk-return requirements, the Company's solvency position, as well as the evolutions of market conditions and to make recommendations to the Board for any appropriate updates of the Policy.
- To ensure that a periodic review of the adequacy of the resources, procedures and systems dedicated by the Company to the management of investments is carried out by the Company's senior management and to report to the Board on any identified vulnerability or dependency.
- To review and approve the Company's strategic asset allocation (SAA) suggested by the Asset and Liability management (ALM) study, on a quarterly basis conducted within the Company's guidelines.
- To review and approve Investment budgets and forecasts twice a year before submitting to the Board for approval.
- To review and approve counterparty limits in accordance with the Company's guidelines and local regulations.



The following are the dates of the Investment Committee meetings and the statement of personal attendance for all the members:

Name	Meeting 2024/01	Meeting 2024/02	Number of Personal attendance
Mr. Bader Jeiroudi	Y		1
Mr. James Burke	Y		1
Mr. Moustafa Boulhabel	Y		1
Mr. Samir Katerji		Y	1
Mr. Patrick Choffel		Y	1
Mr. Marwan Ibrahim		N	0

Meeting Number	Meeting Date
2024/01	15 Feb
2024/02	30 October

Y- Attended
N- Not Attended

- Previous Board Member
- Was not a member on this date
- Resigned Member on this date

Declaration of the Investment Committee Chairman

I Mr. Marwan Ibrahim Naseer in the capacity as Investment Committee’s Chairman, acknowledge the responsibilities of the Committee, review its work mechanisms and ensure the application of the Authority’s Board Chairman’s Resolution No. (3 / R.M) of 2020, regarding the Standards of Institutional Discipline and Governance of Public Shareholding Companies. I verify the commitment of the Company and its employees to the provisions of applicable laws, regulations, and decisions that regulate its work, policies, and internal procedures.



Internal control

The objective of the internal control system is to assist the Board and the Executive Management in protecting the assets, reputation, and sustainability of the Company by providing independent and objective assurance activities designed to add value and improve the Company's operations. Also, it helps the Company meet its objectives by bringing a systematic, disciplined approach to challenge Executive Management and evaluate the effectiveness of risk management, control, and governance processes.

In 2024, The Internal Control Department issued one report, and the Company did not face any major problems.

The Internal Control Department deals with the potential problems faced by the Company through the following:

- The Head of Audit has a direct line with the Audit Committee Chairman. He puts in place an annual audit plan for internal control based on the assessment of internal risks and adequacy of controls, and its performance is officially monitored, and a report is submitted to the Audit Committee.
- The Board of Directors acknowledges their responsibility for the Company's internal control system, its functioning and ascertaining its effectiveness by establishing the assessment of risk management procedures and applying the rules of governance therein properly, and verifying the commitment of the Company and its employees with laws, regulations, and decisions in force that regulate its work, internal policies and procedures, and review of financial statements that are presented by the Company's senior management and used in preparing the financial statements.

Mr. Usama Zulfiqar

Position: Head of Audit

Nationality: Pakistani

Mr. Usama Zulfiqar holds more than 16 years of professional experience, which includes 12 years of dedicated internal audit experience in insurance sector within the Gulf region. He started his career with HAYAH Insurance Company "HAYAH" in 2017.

Before joining HAYAH, he was leading the internal audit department of one of the largest assurance firms in Bahrain. Majority of his experience includes performing internal audits of conventional and takaful insurance companies, reinsurance, brokers and third-party administrators.

Mr. Usama Zulfiqar is a Chartered Certified Accountant (FCCA), a Certified Internal Auditor (CIA) and a Certified Information System Auditor (CISA).



Compliance

The Company is firmly committed to compliance with regulations and the fight against money laundering. The primary duty of the Money Laundering Reporting Officer is to implement the guidelines, as well as to prevent, detect and put a stop to any money laundering that comes to their attention, conduct further investigations and report to the regulators where necessary.

The Company has implemented a compliance monitoring tool and has in place a reporting process to Internal Audit to be submitted to the Audit Committee and senior management, detailing the status of compliance, and providing information of regulatory changes.

Mrs. Hana Alnuaimi, an Emirati national, was appointed in 2017 as the Head of Compliance, and AML holds a BA in International Business Administration from Skyline University College in Sharjah and a Master in Law with a concentration in Financial Crimes and Money Laundering from the University of Dubai. She has more than ten years of experience in the banking sector and has held various positions at HSBC, Abu Dhabi Commercial Bank, and First Abu Dhabi Bank.

Regulatory Fines and Penalties

The company has not committed any violations in 2024.

The company's cash and in-kind contributions during 2024 in community development and environmental conservation.

The company did not make any contributions.

General Information

A statement of the Company share price in the Market (closing price, highest price, lowest price) at the end of each month during the year 2024.

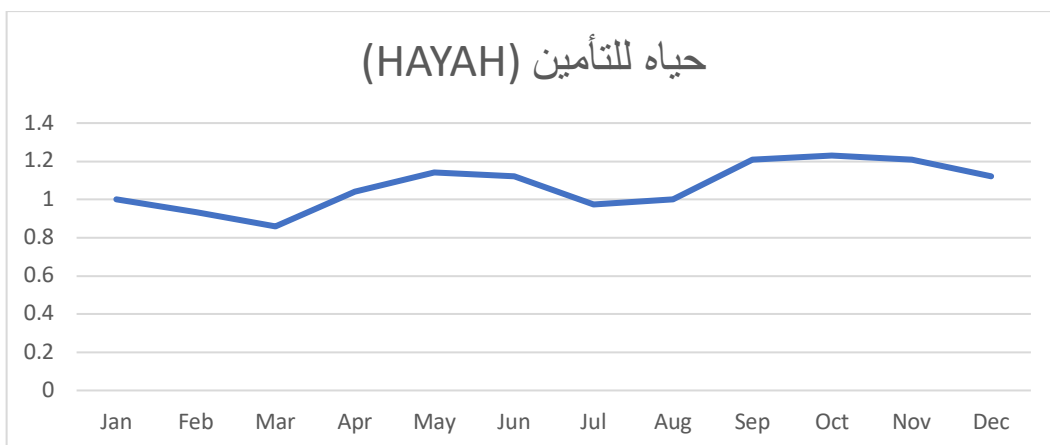
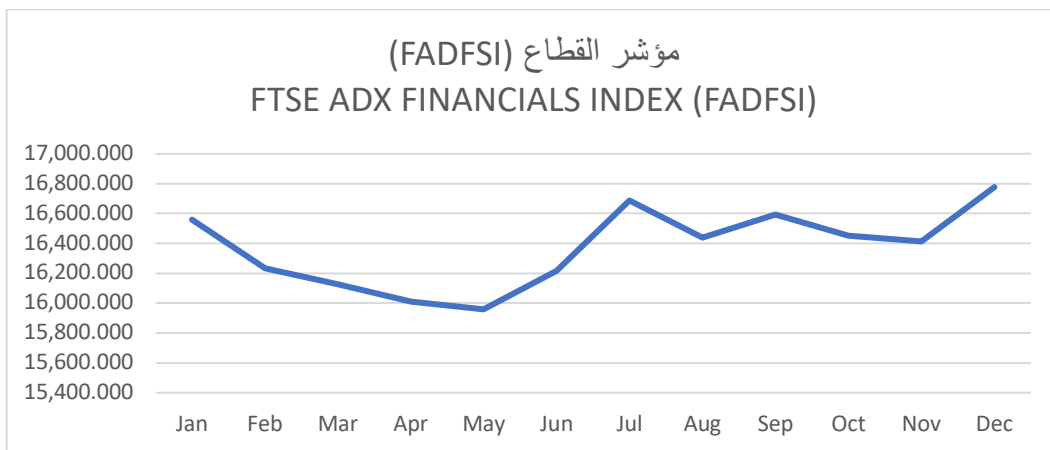
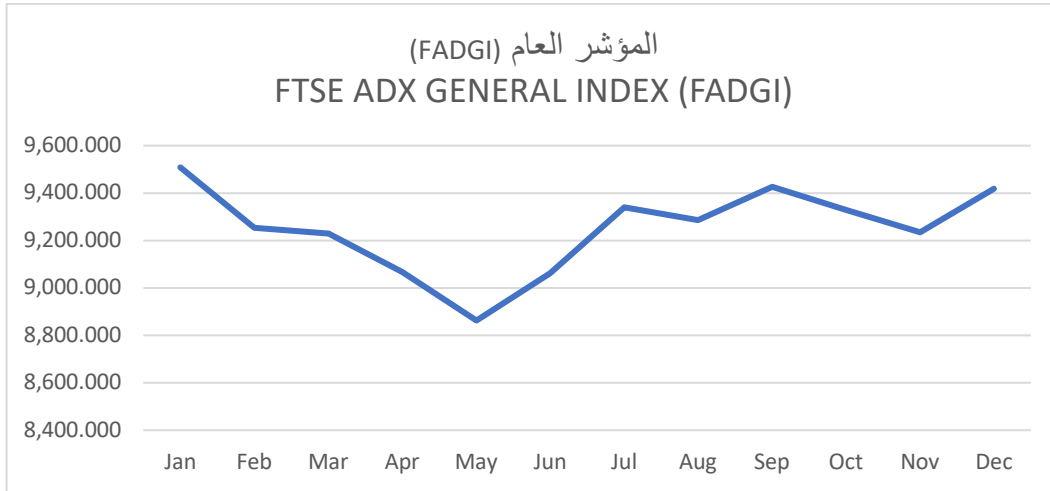


Month	Closing Price (AED)	Highest Price (AED)	Lowest Price (AED)
January	1.000	1.200	0.900
February	0.935	1.100	0.860
March	0.859	0.974	0.800
April	1.040	1.100	0.798
May	1.140	1.390	0.966
June	1.120	1.180	1.010
July	0.975	1.120	.975
August	1.000	1.040	0.880
September	1.210	1.480	0.909
October	1.230	1.600	1.140
November	1.210	1.290	1.100
December	1.120	1.250	1.010

*Source: Abu Dhabi Securities Exchange



A statement of the comparative performance of the company's shares with the general market index and the sector index to which the Company belongs during 2024



*Source: Abu Dhabi Securities Exchange



Shareholders distribution according to ownership as of 31 December 2024

Shareholder Category		Shareholders	Shares	% Percentage
United Arab Emirates	Individuals	3,422	65,888,438	33%
	Companies	45	107,367,827	54%
	Governments	0	0	0
GCC Countries	Individuals	3	12,559	0.01%
	Companies	1	1,000	0.001%
	Governments	0	0	0
Arab Countries	Individuals	95	17,262,464	9%
	Companies	1	290,000	0.1%
	Governments	0	0	0
Foreign	Individuals	97	3,164,580	2%
	Companies	3	6,011,989	3%
	Governments	0	0	0

Shareholders holding 5% or more of the Company's capital as of 31 December 2024 as follows:

Shareholder	Number of Shares	Percentage of shares owned by the company's capital
Kanoo Group	56,100,000	28.05%
Alramz Corporation PJSC	39,412,028	19.71%
Salama Amer Omar Saleh	18,133,665	9.07%

Shareholder's distribution by the size of equity as of 31 December 2024

Share(s) Owned	Number of Shareholders	Number of shares owned	Percentage of shares owned by the capital
Less than 50,000	3524	2,996,738.00	1.5%
From 50,000 to less than 500,000	102	16,721,254.00	8.4%
From 500,000 to less than 5,000,000	35	42,913,056.00	21.5%
More than 5,000,000	6	137,367,809.00	68.7%



Assessment of the Board of Directors:

1. Annual Assessment of the Performance of the Board of Directors, its Members, and Committees

The Board of Directors, its members, and committees undergo an annual performance evaluation to enhance corporate governance and effectiveness. This assessment is overseen by the Nominations and Remuneration Committee or the Chairman, with support from the Board Secretary. An independent external review is also conducted at least once every three years to assess leadership, decision-making, oversight, and strategic alignment.

In 2024, the Board Secretary played a central role in facilitating the assessment process and implementing enhancement measures under the Chairman's supervision. The evaluation results contribute to governance improvements and the development of Board members, while taking necessary actions to enhance overall performance. Furthermore, the evaluation ensures the effectiveness, transparency, and coordination of Board committees.

2. Assessment of the company's board of directors, its members, and committees by an independent professional entity.

The Board of Directors upholds the highest standards of governance and transparency. To reinforce this commitment, an independent professional firm—without any affiliations or interests with the company, its Board members, or executive management—is engaged every three years to conduct a comprehensive evaluation of the Board's performance, individual members, and committees.

The company ensures that the evaluation criteria are aligned with governance best practices to provide accurate insights that drive organizational improvement and enhance confidence among shareholders and stakeholders. In 2024, an internal evaluation was conducted to support ongoing performance enhancement and strengthen governance standards. The Board remains committed to adhering to the necessary procedures and regulatory requirements to engage an independent professional firm for future evaluations.

A statement of the procedures taken with respect to the controls of investors' relations:

HAYAH Insurance appointed the Investor Relations Manager who will assist in all of the Investor Relations enquiries.

The investor relations page link on the Company website: <https://hayah.com/investor-relations/>



Name and contact details of the Investor Relations Manager:

- Mrs. Hana Alnuaimi
- Office Number: +971 2 4084713
- Mobile Number: +9171 56 995 3908
- Fax Number: +971 2 4084717
- Email ID: investors@hayah.com

Special resolutions were presented to the General Assembly held in 2024, and the procedures were followed with respect thereto.

During General Assembly meeting held on 30th September 2024, where one (1) member was elected to fill a vacant position on the Board of Directors:

- a. After careful consideration and discussion of the candidates' qualifications, the shareholders attending the meeting voted by majority to elect Mrs. Amna Obaid Khalifa Ahmed Al Zaabi as a member of the Board of Directors, effective from the date of the meeting.

The significant events that took place in the Company in 2024 Changes to the Board structure

1. During the General Assembly meeting held in 2024, shareholders voted for the appointment of new members to the Board of Directors, which now comprises 9 members. This election followed the completion of the previous Board's 3-year term and reflects the company's ongoing commitment to effective governance.
2. Appointment of the new Chairman and Vice Chairman :
 - a. Mrs.Salama Amer Omar Saleh
 - b. Mr. Marwan Ibrahim Naseer

Board Secretary

Following the resignation of Mrs. Khadeeja Abdulsalam Binishaq from her position as Board Secretary, Mrs. Hana Alnuaimi has been entrusted with managing the responsibilities of the Board Secretary function until a replacement is appointed by the Board of Directors.

This interim arrangement ensures the continuity and effective governance of the Board's proceedings.



Emiratization Percentage in the Last Three Years Company:

Year	Percentage
2022	%11
2023	%13
2024	%17

The innovative projects and initiatives implemented by the Company or which were under development during 2024.

The innovative projects and initiatives implemented by the Company in 2023 continued to develop and expand in 2024, driving progress and fostering new avenues for growth.

Key Achievements in 2024:

- Increased adoption of the Tribe by HAYAH app, with a significant rise in active users.
- Enhanced user experience through AI-driven financial recommendations and automated savings features.
- Expanded partnerships with educational institutions and community organizations to promote financial literacy.
- Growth in customer engagement and retention, reinforcing HAYAH Insurance’s position as a leader in financial empowerment.
- Development of additional financial planning tools tailored to diverse income groups



A handwritten signature in black ink, appearing to be 'Salama'.

Mrs. Salama Amer Omar Saleh
Chairman of the Board

A handwritten signature in blue ink, appearing to be 'Marwan'.

Mr. Marwan Ibrahim Naseer
Chairman of the Investment Committee

A handwritten signature in blue ink, appearing to be 'Mabkhoot'.

Mr. Mabkhoot Taleb Almenhali
Chairman of the Audit Committee

A handwritten signature in black ink, appearing to be 'Amna'.

Mrs. Amna Obaid Khalifa Al Zaabi
Chairman of the Nomination and Compensation Committee

A handwritten signature in blue ink, appearing to be 'Haisam'.

Mr. Haisam Nizar Odeimeh
Chairman of the Risk Committee

A handwritten signature in black ink, appearing to be 'Usama'.

Mr. Usama Zulfiqar
Head of Internal Audit